

ARTICLE 6

MSEA DUES

The parties understand and agree that the provisions set forth in Article 6 shall only be applied in accordance with current law. To the extent permitted by the Rules of the Michigan Civil Service Commission and Regulations of the Civil Service Commission, it is agreed that:

A. Dues Deduction.

Upon receipt of a voluntarily completed and signed individual authorization form from any of its employees covered by this Agreement, currently being provided by MSEA and approved by the State Personnel Director, the Employer will deduct those voluntary dues required for the employee's membership in the MSEA.

Such voluntary authorizations shall be effective only as to membership dues becoming due after the delivery date of such authorization to the personnel office of the employee's Appointing Authority. New individual authorizations will be submitted on or before the 9th day of any pay period for deduction the following pay period. Voluntary deductions shall be made only when the employee has sufficient earnings to cover same after deductions for Federal Social Security (F.I.C.A.); individually authorized deferred compensation; Federal Income Tax; State Income Tax; local or city income tax; other legally required deductions; individually authorized participation in State programs and enrolled employees' share of insurance premiums. The amount of membership dues deductions shall be as certified to the Employer in writing by the authorized representative of MSEA.

Such voluntary authorizations of employees transferred from one Agency or Department to another and within these Bargaining Units shall automatically remain in effect. Employees promoted or transferred out of a Bargaining Unit covered by this Agreement shall not automatically remain on payroll deduction, except as provided by the Civil Service Rules and Regulations. Employees recalled from indefinite layoff of less than 180 days, employees recalled from seasonal layoff or returning from leaves of absence shall resume payroll deduction of voluntary dues, commencing the first pay period of work. Dues deduction authorization may be revoked by the employee furnishing written notice of such revocation to the personnel office of the employee's Appointing Authority.

For all employees returned to employment from indefinite layoff of less than 180 days, or seasonal layoff, leave of absence or reinstatement within the same department/agency who had previously signed an authorization deduction form, the previous voluntary authorization deduction form shall remain in effect. Those payroll deductions shall commence the first pay period of the employees return to work.

B. Employer Notification.

The Appointing Authority shall inform the Union of all new bargaining unit employees and employees returning from leave or layoff, upon hire or return as provided in Article 4, Section J, and employees transferred into any MSEA Bargaining Unit.

C. Reimbursement.

The Employer agrees not to reimburse membership fees to any employee without prior written notification to MSEA.